



## COMPENSATION & BENEFITS

**Compensation:** The salary range for this grant-funded position is \$181,144 — \$274,176 annually. The starting salary will be based upon the experience and qualifications of the successful candidate. This unclassified position is subject to the provisions of Los Angeles County’s Management Appraisal and Performance Plan (MAPP), and is compensated at MAPP Range R17.

**Benefits:** The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs. The package includes:

- **Retirement Plan** — Los Angeles County Employees Retirement Association (LACERA), a contributory defined benefit plan
- **Cafeteria Benefit Plan** — Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% of the employee’s monthly salary
- **Flexible Spending Account** — Optional employee tax-free health care spending account
- **Savings Plan (401k)** — Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee’s salary
- **Deferred Compensation Plan (457)** — Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee’s salary
- **Holidays** — 12 paid County holidays per year

## HOW TO APPLY

Highly qualified candidates are encouraged to respond by **September 28, 2020** for consideration. Depending on the quality of the applicants, there may not be an opportunity to consider applications submitted after that date.

Please submit a letter of interest, resume, and a copy of your degree (indicating your degree concentration) to:

[CEOExecRecruitment2@ceo.lacounty.gov](mailto:CEOExecRecruitment2@ceo.lacounty.gov)

Please indicate Executive Director, Racial Equity (UC) in the subject line of your email.

Hardcopy submittal by mail and confidential inquiries should be addressed to:

Stacey M. Winters  
County of Los Angeles Chief Executive Office  
500 West Temple Street, Room 785  
Los Angeles, CA 90012

## EQUAL OPPORTUNITY EMPLOYER:

We are an equal opportunity employer and value diversity. It is our policy to provide equal employment opportunities for all qualified persons, regardless of race, religion, sex, national origin, age, sexual orientation, disability, or any other characteristic protected by State or Federal law. All positions are open to qualified men and women pursuant to the Americans with Disabilities Act. We will follow all of our obligations regarding the provision of reasonable accommodations to applicants.



# County of Los Angeles

Invites Resumes for:

## Executive Director, Racial Equity (Unclassified)

## Anti-Racism, Diversity & Inclusion Initiative

Filing begins on September 11, 2020



To enrich lives through effective and caring service.







## The Opportunity:

Governments across the country are confronting systemic and institutionalized racism as part of a national reckoning. On July 21, 2020, the Los Angeles County Board of Supervisors (Board) affirmed that “. . . racism is a matter of public health and that racism against Black people has reached crisis proportions resulting in large disparities in family stability, health and mental wellness, education, employment, economic development, public safety, criminal justice and housing.” The County’s focus on anti-racism emerged from this sentiment.

On July 21, 2020, the Board directed the Chief Executive Officer to establish Anti-Racism as the County’s 8th Board Directed Priority and to establish an organizational unit within the CEO’s office to eliminate racism and bias in the County. Recognizing that systemic and institutionalized racism is especially damaging because it is entrenched to the point of being disregarded or disbelieved, our Board explicitly stated,

“It is no longer sufficient to support diversity and inclusion initiatives. The County must move to identify and confront explicit institutional racism to set the national standard and become a leader of anti-racist policy making and program implementation.”

Anti-racism is rooted in action and requires taking steps to eliminate racism at the individual, institutional, and structural levels. To do so, it is not sufficient to be passively “not racist.” Instead, we must work proactively to change the policies, behaviors, and beliefs that perpetuate racism, harmful ideas, and actions.

The Executive Director of the *Anti-Racism, Diversity and Inclusion Initiative* will establish, support, lead, and manage efforts to identify and eliminate structural and systemic racism in those areas where the County has control or influence (i.e. County employment, provision of County services, and contracting). The Executive Director will champion the elimination of institutional racism while also promoting efforts to deepen the County’s work on diversity and inclusion. The selected candidate will serve as the visionary leader of this newly-formed initiative and be responsible for public-private partnerships aimed at policy development and coordination of the County’s efforts centered on anti-racism, diversity, equity, and inclusion.

## Minimum Requirements:

Graduation from an accredited college or university with a Bachelor's degree in public policy, social science, education, public administration, ethnic studies, human services, political science, law, or a closely related field -and- four years of experience leading complex equity-related policy or program development and implementation –**AND**– two years of experience planning, organizing, directing, and evaluating the work of subordinate staff.

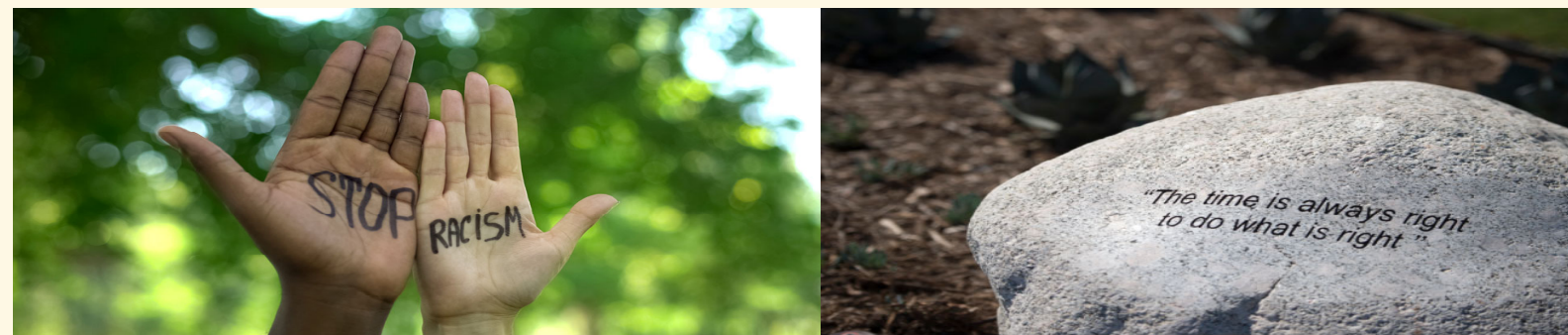
LICENSE: A valid California Class “C” driver's license or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

## Who We Are:

The County of Los Angeles (County) is the largest employer in Southern California with more than 109,000 employees across 37 departments and an operating budget of \$34.9 billion. With a population of over 10 million residents, we serve the needs of 88 municipalities that lie within our boundaries. We are governed by a five-member Board of Supervisors (Board) elected on a nonpartisan basis to serve four-year, staggered terms as our executive and legislative authorities.

## What We Do:

The Chief Executive Office (CEO) is the central executive, strategic, and administrative agency driving transformative change to improve the lives of our diverse constituents. We lead collective efforts with other departments to achieve priorities established by our Board regarding affordable housing, sustainability, economic development, healthcare integration, homelessness, child protection, justice reform, and women and girls’ initiatives. As the administrative agency responsible for the County’s \$34.9 billion budget, we handle specialized functions to lead and maximize the use of County assets; advocate the County’s position on State and federal agendas; lead and implement the Countywide Strategic Plan; implement risk management strategies to mitigate financial loss; and convey the County’s message through a variety of communication platforms.



## Job Responsibilities:

- Developing a strategic plan through a collaborative stakeholder process to support the Board’s vision of eliminating systemic and structural racism and to embrace diversity and inclusion.
- Coordinating implementation of Countywide efforts to implement the strategies identified in the strategic plan.
- Evaluating existing County policies, practices, and operations that may systematically prevent people of color, with an emphasis on African-Americans, from advancing within County departmental career ladders and develop interventions that best advance and sustain Countywide and Departmental equity commitments.
- Evaluating existing County policies, practices, and operations that may systematically prevent African-Americans and people of color from accessing, receiving, or maintaining generally available County services.
- Developing goals for County Department Heads that will strengthen organizational capacity for cultural competency and vigilance to reduce racial stigma, inequality, and implicit bias within their respective departments.
- Aligning the work of the County’s Human Relations Commission with the work of the *Anti-racism, Diversity and Inclusion Initiative*.
- Developing recommendations and advocating for relevant legislative policies that improve health outcomes, reduce racial disparities, and support local, regional, state, and federal initiatives that advance efforts to dismantle systemic racism.
- Designing and developing measurement plans that will help determine whether the goals and strategies implemented under the strategic plan are effective.
- Assigning, monitoring, and evaluating the work of staff assigned to the *Anti-Racism, Diversity and Inclusion Initiative*.

## The Right Person For This Job:

We are seeking an individual with strong leadership skills evidencing a deep and nuanced understanding of the strong correlations between past and current racial discrimination in the public and private sectors; present day outcomes associated with African-Americans and people of color in general; extant institutional and systemic racism in the public and private sectors. The ideal candidate will have experience working in and with large, complex governmental organizations. They will be able to thoughtfully engage in courageous and difficult conversations about race, anti-racism, diversity, and inclusion and display an enduring commitment to creating systemic change. Finally, the successful candidate will embrace the stakeholder process and relentlessly pursue effective collaborations to advance the Board’s vision.

## Desirable Qualifications:

- Four years of experience in designing or conducting awareness training in the areas of racism-prevention, anti-racism, equity, diversity and inclusion.
- Two years of experience designing, developing or implementing training materials, and policy recommendations related to the goals and objectives of the *Anti-Racism, Diversity and Inclusion Initiative*.
- An advanced degree evidencing the study and analysis of the doctrine and concepts foundational to systemic and structural racism.
- Four years of experience regularly discussing, explaining, and raising awareness of overt and systemic racism, diversity and inclusion with policymakers, stakeholders, and others who have divergent points of view, with experience using these methods to advance culture change.
- Two years of experience designing, developing, and monitoring implementation of strategies designed to mitigate the impacts of racism and measuring the effectiveness of interventions designed to do the same.
- Evidence of a deep understanding of complex systems (e.g. health, education, and carceral) in relation to environmental conditions (e.g. lack of access to housing and employment opportunities) that drive undesirable outcomes for African-Americans and people of color.
- Excellent speaking and presentation skills.